



WAGE DETERMINATION NO: 94-2069 REV (22) AREA: CA,VALLEJO

Travis, CA

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

Director

Wage Determinations

Wage Determination No.: **1994-2069** William W.

Date Of Last Revision: 06/05/2003

State: California

Area: California Counties of Napa, Solano, Sonoma

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	12.83
01012 - Accounting Clerk II	14.50
01013 - Accounting Clerk III	15.93
01014 - Accounting Clerk IV	18.53
01030 - Court Reporter	17.27
01050 - Dispatcher, Motor Vehicle	17.27
01060 - Document Preparation Clerk	13.86
01070 - Messenger (Courier)	10.79
01090 - Duplicating Machine Operator	13.07
01110 - Film/Tape Librarian	11.68
01115 - General Clerk I	10.99
01116 - General Clerk II	12.35
01117 - General Clerk III	15.52
01118 - General Clerk IV	17.41
01120 - Housing Referral Assistant	19.09
01131 - Key Entry Operator I	12.72
01132 - Key Entry Operator II	13.88
01191 - Order Clerk I	10.96
01192 - Order Clerk II	16.61
01261 - Personnel Assistant (Employment) I	13.71
01262 - Personnel Assistant (Employment) II	15.41
01263 - Personnel Assistant (Employment) III	16.30
01264 - Personnel Assistant (Employment) IV	21.04
01270 - Production Control Clerk	19.04
01290 - Rental Clerk	12.21
01300 - Scheduler, Maintenance	12.72
01311 - Secretary I	15.29
01312 - Secretary II	17.10
01313 - Secretary III	19.09
01314 - Secretary IV	21.87
01315 - Secretary V	24.06
01320 - Service Order Dispatcher	13.43
01341 - Stenographer I	11.96
01342 - Stenographer II	13.43
01400 - Supply Technician	21.87
01420 - Survey Worker (Interviewer)	14.39

01460 - Switchboard Operator-Receptionist	12.46
01510 - Test Examiner	15.70
01520 - Test Proctor	15.70
01531 - Travel Clerk I	10.65
01532 - Travel Clerk II	11.58
01533 - Travel Clerk III	12.55
01611 - Word Processor I	14.39
01612 - Word Processor II	16.16
01613 - Word Processor III	18.08
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.84
03041 - Computer Operator I	15.17
03042 - Computer Operator II	16.98
03043 - Computer Operator III	19.76
03044 - Computer Operator IV	21.03
03045 - Computer Operator V	23.30
03071 - Computer Programmer I (1)	18.99
03072 - Computer Programmer II (1)	23.49
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	13.57
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.27
05010 - Automotive Glass Installer	19.45
05040 - Automotive Worker	21.30
05070 - Electrician, Automotive	22.30
05100 - Mobile Equipment Servicer	19.38
05130 - Motor Equipment Metal Mechanic	23.26
05160 - Motor Equipment Metal Worker	21.30
05190 - Motor Vehicle Mechanic	23.26
05220 - Motor Vehicle Mechanic Helper	18.35
05250 - Motor Vehicle Upholstery Worker	20.34
05280 - Motor Vehicle Wrecker	21.30
05310 - Painter, Automotive	22.30
05340 - Radiator Repair Specialist	21.30
05370 - Tire Repairer	16.28
05400 - Transmission Repair Specialist	23.26
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.43
07010 - Baker	12.98
07041 - Cook I	14.63
07042 - Cook II	16.08
07070 - Dishwasher	9.34
07130 - Meat Cutter	16.73
07250 - Waiter/Waitress	9.76
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	19.81
09040 - Furniture Handler	14.29
09070 - Furniture Refinisher	19.81
09100 - Furniture Refinisher Helper	16.31
09110 - Furniture Repairer, Minor	18.07
09130 - Upholsterer	19.81
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.99
11060 - Elevator Operator	10.60
11090 - Gardener	12.63
11121 - House Keeping Aid I	10.23

11122 - House Keeping Aid II	11.15
11150 - Janitor	10.64
11210 - Laborer, Grounds Maintenance	11.48
11240 - Maid or Houseman	9.72
11270 - Pest Controller	13.90
11300 - Refuse Collector	10.14
11330 - Tractor Operator	12.63
11360 - Window Cleaner	11.48
12000 - Health Occupations	
12020 - Dental Assistant	13.21
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.17
12071 - Licensed Practical Nurse I	11.02
12072 - Licensed Practical Nurse II	12.35
12073 - Licensed Practical Nurse III	13.83
12100 - Medical Assistant	12.35
12130 - Medical Laboratory Technician	12.35
12160 - Medical Record Clerk	12.35
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	9.05
12222 - Nursing Assistant II	10.19
12223 - Nursing Assistant III	11.10
12224 - Nursing Assistant IV	12.45
12250 - Pharmacy Technician	15.15
12280 - Phlebotomist	12.45
12311 - Registered Nurse I	18.33
12312 - Registered Nurse II	22.43
12313 - Registered Nurse II, Specialist	22.43
12314 - Registered Nurse III	27.15
12315 - Registered Nurse III, Anesthetist	27.15
12316 - Registered Nurse IV	32.51
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	21.27
13011 - Exhibits Specialist I	14.81
13012 - Exhibits Specialist II	21.12
13013 - Exhibits Specialist III	25.82
13041 - Illustrator I	14.81
13042 - Illustrator II	21.12
13043 - Illustrator III	25.82
13047 - Librarian	22.21
13050 - Library Technician	14.30
13071 - Photographer I	12.05
13072 - Photographer II	13.46
13073 - Photographer III	16.69
13074 - Photographer IV	20.42
13075 - Photographer V	24.71
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.85
15030 - Counter Attendant	7.85
15040 - Dry Cleaner	10.59
15070 - Finisher, Flatwork, Machine	7.85
15090 - Presser, Hand	7.85
15100 - Presser, Machine, Drycleaning	7.85
15130 - Presser, Machine, Shirts	7.85
15160 - Presser, Machine, Wearing Apparel, Laundry	7.85
15190 - Sewing Machine Operator	10.90
15220 - Tailor	11.68
15250 - Washer, Machine	8.76
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	18.89
19040 - Tool and Die Maker	22.41

21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.78
21020 - Material Coordinator	19.01
21030 - Material Expediter	19.01
21040 - Material Handling Laborer	15.07
21050 - Order Filler	13.53
21071 - Forklift Operator	17.38
21080 - Production Line Worker (Food Processing)	16.65
21100 - Shipping/Receiving Clerk	15.99
21130 - Shipping Packer	17.59
21140 - Store Worker I	11.33
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.29
21210 - Tools and Parts Attendant	17.38
21400 - Warehouse Specialist	16.83
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.61
23040 - Aircraft Mechanic Helper	15.76
23050 - Aircraft Quality Control Inspector	22.46
23060 - Aircraft Servicer	18.07
23070 - Aircraft Worker	19.17
23100 - Appliance Mechanic	20.26
23120 - Bicycle Repairer	15.12
23125 - Cable Splicer	21.36
23130 - Carpenter, Maintenance	21.56
23140 - Carpet Layer	19.17
23160 - Electrician, Maintenance	23.78
23181 - Electronics Technician, Maintenance I	20.67
23182 - Electronics Technician, Maintenance II	21.64
23183 - Electronics Technician, Maintenance III	22.60
23260 - Fabric Worker	18.07
23290 - Fire Alarm System Mechanic	21.36
23310 - Fire Extinguisher Repairer	16.96
23340 - Fuel Distribution System Mechanic	21.36
23370 - General Maintenance Worker	16.55
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.16
23430 - Heavy Equipment Mechanic	22.07
23440 - Heavy Equipment Operator	21.36
23460 - Instrument Mechanic	21.36
23470 - Laborer	12.20
23500 - Locksmith	19.81
23530 - Machinery Maintenance Mechanic	21.36
23550 - Machinist, Maintenance	21.36
23580 - Maintenance Trades Helper	15.78
23640 - Millwright	20.68
23700 - Office Appliance Repairer	20.26
23740 - Painter, Aircraft	18.56
23760 - Painter, Maintenance	19.81
23790 - Pipefitter, Maintenance	21.74
23800 - Plumber, Maintenance	20.26
23820 - Pneudraulic Systems Mechanic	21.36
23850 - Rigger	21.36
23870 - Scale Mechanic	19.17
23890 - Sheet-Metal Worker, Maintenance	19.91
23910 - Small Engine Mechanic	19.17
23930 - Telecommunication Mechanic I	20.68
23931 - Telecommunication Mechanic II	21.54
23950 - Telephone Lineman	20.68
23960 - Welder, Combination, Maintenance	20.68
23965 - Well Driller	21.50
23970 - Woodcraft Worker	21.36

23980 - Woodworker	16.96
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	12.49
24580 - Child Care Center Clerk	15.57
24600 - Chore Aid	9.44
24630 - Homemaker	19.03
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	25.10
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	23.78
25190 - Ventilation Equipment Tender	16.31
25210 - Water Treatment Plant Operator	24.35
27000 - Protective Service Occupations	
(not set) - Police Officer	32.66
27004 - Alarm Monitor	10.62
27006 - Corrections Officer	25.66
27010 - Court Security Officer	27.97
27040 - Detention Officer	25.66
27070 - Firefighter	25.58
27101 - Guard I	10.39
27102 - Guard II	11.62
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.79
28020 - Hatch Tender	16.79
28030 - Line Handler	16.79
28040 - Stevedore I	16.04
28050 - Stevedore II	17.13
29000 - Technical Occupations	
21150 - Graphic Artist	21.41
29010 - Air Traffic Control Specialist, Center (2)	31.88
29011 - Air Traffic Control Specialist, Station (2)	21.98
29012 - Air Traffic Control Specialist, Terminal (2)	24.20
29023 - Archeological Technician I	13.37
29024 - Archeological Technician II	17.83
29025 - Archeological Technician III	22.07
29030 - Cartographic Technician	21.62
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	22.07
29061 - Drafter I	14.19
29062 - Drafter II	15.94
29063 - Drafter III	17.81
29064 - Drafter IV	22.07
29081 - Engineering Technician I	14.19
29082 - Engineering Technician II	16.39
29083 - Engineering Technician III	17.81
29084 - Engineering Technician IV	22.07
29085 - Engineering Technician V	26.99
29086 - Engineering Technician VI	32.67
29090 - Environmental Technician	20.76
29100 - Flight Simulator/Instructor (Pilot)	30.83
29160 - Instructor	24.99
29210 - Laboratory Technician	17.48
29240 - Mathematical Technician	22.07
29361 - Paralegal/Legal Assistant I	15.39
29362 - Paralegal/Legal Assistant II	22.64
29363 - Paralegal/Legal Assistant III	27.68
29364 - Paralegal/Legal Assistant IV	33.50
29390 - Photooptics Technician	19.20
29480 - Technical Writer	27.47
29491 - Unexploded Ordnance (UXO) Technician I	20.26

29492 - Unexploded Ordnance (UXO) Technician II	24.51
29493 - Unexploded Ordnance (UXO) Technician III	29.38
29494 - Unexploded (UXO) Safety Escort	20.26
29495 - Unexploded (UXO) Sweep Personnel	20.26
29620 - Weather Observer, Senior (3)	21.38
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	20.10
29622 - Weather Observer, Upper Air (3)	20.10
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	14.38
31260 - Parking and Lot Attendant	11.51
31290 - Shuttle Bus Driver	14.99
31300 - Taxi Driver	14.22
31361 - Truckdriver, Light Truck	14.99
31362 - Truckdriver, Medium Truck	15.74
31363 - Truckdriver, Heavy Truck	18.32
31364 - Truckdriver, Tractor-Trailer	18.32
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.02
99030 - Cashier	11.72
99041 - Carnival Equipment Operator	12.61
99042 - Carnival Equipment Repairer	13.30
99043 - Carnival Worker	10.19
99050 - Desk Clerk	12.16
99095 - Embalmer	20.61
99300 - Lifeguard	10.83
99310 - Mortician	20.96
99350 - Park Attendant (Aide)	13.60
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	10.23
99500 - Recreation Specialist	16.85
99510 - Recycling Worker	12.55
99610 - Sales Clerk	10.80
99620 - School Crossing Guard (Crosswalk Attendant)	9.60
99630 - Sport Official	10.83
99658 - Survey Party Chief (Chief of Party)	23.71
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.49
99660 - Surveying Aide	11.29
99690 - Swimming Pool Operator	14.54
99720 - Vending Machine Attendant	12.55
99730 - Vending Machine Repairer	14.54
99740 - Vending Machine Repairer Helper	12.55

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 1 week paid vacation after 6 months of service with a contractor or successor; 2 weeks after 1 year, 3 weeks after 5 years, and 4 weeks after 10 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M.

at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

OCCUPATION NOTES:

Laundry, Drycleaning, Pressing and Related Occupations: The rates for the occupations in this category applies to Napa and Solano counties only. See Wage Determination 1981-1168 for the wage rates and fringe benefits for Sonoma county.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

** NOTES APPLYING TO THIS WAGE DETERMINATION **

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238,

or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444 (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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